

**AGREEMENT BETWEEN  
KING COUNTY DIVISION OF MENTAL HEALTH  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925  
REPRESENTING EMPLOYEES IN  
DEPARTMENT OF COMMUNITY AND HUMAN SERVICES  
MENTAL HEALTH, CHEMICAL ABUSE AND DEPENDENCY SERVICES DIVISION**

The parties, King County (the County), and Service Employees International Union Local 925 (the Union), agree as follows:

1. All terms and conditions of the collective bargaining agreement between the parties for the term July 1, 2002, through June 30, 2005, shall remain in effect from July 1, 2005, through and including August 31, 2007, except as provided in this Memorandum of Agreement.

2. Effective January 1, 2006, all rates of pay in effect on December 31, 2005 shall be increased by 4.66 per cent.

3. Effective January 1, 2007, all rates of pay in effect on December 31, 2006 shall be increased by 2.0 per cent.

4. Employees who are eligible for the pay increases include:

- a. all career service employees currently covered by the collective bargaining agreement;
- b. all employees who retired from a career service position covered by the collective bargaining agreement after July 1, 2005; and
- c. all temporary employees who worked in a position covered by the collective bargaining agreement during the calendar year 2007.

5. Seniority shall be defined as: length of service within the bargaining unit including hours worked as a temporary employee, as described below:

a. A career service employee in the bargaining unit who resigns and subsequently returns to a career service bargaining unit position shall have seniority restored, provided the break in service is twenty four (24) months or less.

b. Seniority shall continue to accrue during any compensated absence from service or during any leave of absence without pay for periods of thirty (30) calendar days or less.

c. Seniority shall be retained but shall not continue to accrue during that period of an authorized leave of absence without pay that exceeds thirty (30) calendar days.

d. All time worked as a temporary employee or term-limited temporary employee in a bargaining unit position during the immediately preceding twenty four (24) months prior to an appointment to a career service position shall be added to the employee's seniority upon such appointment. Employees other than regular career service employees do not otherwise accrue seniority.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By: \_\_\_\_\_

King County Executive

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Debbie Foley, Union Representative  
Service Employees International Union, Local 925